PLC Action Plan November 12, 2012

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The implementation of Professional Learning Communities at Hawthorne started two years ago through staff discussion of articles from ***Educational Leadership*** and the AllThingsPLC website. As a result of the discussions, teachers participated in an introductory PLC training in the summer of 2011. The introductory training focused on the four questions of a PLC, setting norms, and group work versus team work. Grade level teams collaborated throughout the school year to identify essential learning targets based on the adopted standards. In addition, they began working to create common assessments for the essential targets.

Teacher leaders attended the PLC Institute in February and June, and have been instrumental in keeping the work moving forward. Teams have continued to collaborate to unpack the English Language Arts and Literacy Common Core State Standards. Assessments are in development, and teams are digging into the writing standard and investigating best practices.

To further support PLC implementation, I will attend one grade level team meeting per month. This will give me the opportunity to provide specific feedback to teams regarding the agenda, norms, and data analysis. I will listen to teachers as they plan for the newly implemented enrichment period. Most importantly, I will listen for ways to provide assistance to teams as they collaborate to meet student needs.

During December and January, teams will develop essential learning targets and assessments for unit three and begin work on unit four. Two early outs have been set aside for this work. I realize this is not enough time, so I will provide release time for teachers to work on this project. Focusing on what we want students to learn and how we will assess learning is fundamental in the PLC process.

Because teachers have identified writing as an area of need, I will work with the Hawthorne Leadership Team to plan six hours of professional development for staff. Sessions will focus on grade level team needs and will begin in January.

Key to effective PLC implementation is building teacher capacity to work as members of high performing teams focused on student learning. My job as a leader is to help staff learn and grow together as they find ways to meet student needs and increase student achievement.